GOVERNMENT OF INDIA
WOMEN AND CHILD DEVELOPMENT
LOK SABHA

UNSTARRED QUESTION NO:2869
ANSWERED ON:02.12.2016
Electronic Platform for Registration of Sexual Complaints
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Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state:

(a) whether the sexual harassment of women employees at workplace continues unabated despite changes in law;
(b) if so, the details thereof and the reasons therefor;
(c) whether the Government proposes to launch an electric platform to enable women employees to register these complaints online and easily;
(d) if so, the details thereof along with the time by which it is likely to be implemented; and
(e) whether the facility is also likely to be extended/applicable in the private sector too and if so, the details thereof?

Answer

MINISTER OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI MANEKA SANJAY GANDHI)

(a) & (b) Government of India has enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Criminal Law Amendment Act, 2013 with the objective to provide safe and secure workplace environment to women. As per the National Crime Records Bureau data, 57 and 119 cases of sexual harassment at workplace were reported under section 509 IPC in the year 2014 and 2015 respectively. This increase in number shows that more and more women are coming forward to seek police assistance in such cases and are not suffering in silence. For reasons behind sexual harassment of women at workplace socio-culture mindset which is an outcome of deeply rooted patriarchal social constructs is the major reason.

(c) to (e) The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 mandates constitution of Internal Complaint Committee (ICC) in all workplace whether public or private. A woman has the right to submit her complaint directly to the Internal Complaints Committee so constituted. In case internal complaint committee is not constituted in any organisation than the complaint could be made to Local Complaints Committee constituted at district level.

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